

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

| | | | |
|--|---|--|----------------------|
| (1) DEPARTMENT Social Services | (2) MEETING DATE 8/9/2016 | (3) CONTACT/PHONE Trish Avery Caldwell (805) 788-2601 | |
| (4) SUBJECT Request to approve a FY 2016-17 new service contract (Clerk's File) for California Work Opportunity and Responsibility to Kids (CalWORKs) Expanded Subsidized Employment (ESE) with Eckerd Youth Alternatives, Inc. (Eckerd), in the amount of \$562,606. All Districts. | | | |
| (5) RECOMMENDED ACTION It is recommended that the Board approve, and direct the Chairperson to sign, a new service contract with Eckerd Youth Alternatives, Inc. (Eckerd) for California Work Opportunity and Responsibility to Kids (CalWORKs) Expanded Subsidized Employment (ESE) for FY 2016-17 in the amount of \$562,606. | | | |
| (6) FUNDING SOURCE(S) Federal 85% State 15% | (7) CURRENT YEAR FINANCIAL IMPACT \$562,606 | (8) ANNUAL FINANCIAL IMPACT \$562,606 | (9) BUDGETED? Yes |
| (10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ____) <input type="checkbox"/> Board Business (Time Est. ____) | | | |
| (11) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions <input checked="" type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input type="checkbox"/> N/A | | | |
| (12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) 19001678 | | (13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: <input type="checkbox"/> 4/5 Vote Required <input checked="" type="checkbox"/> N/A | |
| (14) LOCATION MAP N/A | (15) BUSINESS IMPACT STATEMENT? No | (16) AGENDA ITEM HISTORY <input type="checkbox"/> N/A Date: <u>March 22, 2016</u> | |
| (17) ADMINISTRATIVE OFFICE REVIEW Morgan Torell | | | |
| (18) SUPERVISOR DISTRICT(S) All Districts | | | |

County of San Luis Obispo



TO: Board of Supervisors

FROM: Social Services/Trish Avery Caldwell
(805) 788-2601

DATE: 8/9/2016

SUBJECT: Request to approve a FY 2016-17 new service contract (Clerk's File) for California Work Opportunity and Responsibility to Kids (CalWORKs) Expanded Subsidized Employment (ESE) with Eckerd Youth Alternatives, Inc. (Eckerd), in the amount of \$562,606. All Districts.

RECOMMENDATION

It is recommended that the Board approve, and direct the Chairperson to sign, a new service contract with Eckerd Youth Alternatives, Inc. (Eckerd) for California Work Opportunity and Responsibility to Kids (CalWORKs) Expanded Subsidized Employment (ESE) for FY 2016-17 in the amount of \$562,606.

DISCUSSION

The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA) was signed into law in 1996 and promised to end welfare as once known by adding a workforce-development component, time-on-aid limits and supportive services to help participants gain and maintain employment. One of the outcomes of PRWORA was the new Federal assistance program called Temporary Assistance for Needy Families (TANF) which replaced the legacy program known as Aid-to-Families-with-Dependent-Children (AFDC). California's TANF program, California Work Opportunity and Responsibility to Kids (CalWORKs), established detailed requirements for employment programs and supportive services to help low-income families succeed in becoming employed and move toward self-sufficiency. Specifically, subsidized employment is an approved program activity for CalWORKs Welfare-to-Work (WTW) participants and history has shown helps individuals move toward self-sufficiency.

Subsidized Employment (SE) is an activity in which a CalWORKs WTW participant's employer is partially or wholly reimbursed for wages and/or training costs incurred for employing a CalWORKs participant. The original State subsidized employment structure was created under Assembly Bill (AB) [98](#) (Chapter 589, Statutes of 2007) and was expanded by Senate Bill (SB) [72](#) (Chapter 8, Statutes of 2011 and ACL [11-34](#)) following the State's very successful use of American Recovery and Reinvestment Act (ARRA) funds in 2009 and 2010. The use of ARRA funds in California created over 47,000 subsidized employment jobs. To build on the success of prior SE programs, AB [74](#) (Chapter 21, Statutes 2013; WIC §§ 11322.63 and 11322.64 and ACL [13-81](#)) was passed in 2013 and included program requirements for an Expanded Subsidized Employment (ESE) program which became effective January 1, 2014.

The ESE program extends the duration of funding allocated for subsidized employment and therefore increases the opportunities for participants looking to further develop their employment skills. Components of ESE includes, though are not limited to, assessment, training, intensive case management, increased subsidized employment opportunities, supervision, and job performance evaluations for all eligible CalWORKs WTW participants. Participation in ESE is at County option and required a written ESE plan be submitted to California Department of Social Services (CDSS). The County Department of Social Services (DSS) submitted the required plan in February 2014 and it was approved by the State.

Once CDSS approved the County ESE plan in 2014, a Request for Proposal was conducted (County RFP# 1276). There

were two (2) proposals received and the County opted to fund both agencies due to each offering unique programs. The agencies that submitted a proposal were Henkels and McCoy (H&M), and Goodwill Industries of Santa Cruz, Monterey and San Luis Obispo Counties (now named Goodwill Central Coast). Goodwill services offer employment opportunities within their Goodwill Store located in San Luis Obispo, while H&M worked with private employment services throughout the county to find unique jobs for CalWORKs participants. The plan was to utilize these agencies for a few years based on providing excellent customer service and meeting the contract performance outcomes. However, effective April 1, 2016, H&M notified the County they would no longer provide CalWORKs ESE services and a three (3) month contract was entered into with Eckerd Youth Alternatives, Inc. (Eckerd) to finish out FY 2015-16. A new CalWORKs ESE RFP (County RFP# 1366) was opened April 29, 2016 and closed May 27, 2016 for FY 2016-17. The County received two (2) proposals, one from Eckerd and one from Goodwill. The County continues to contract with Goodwill for CalWORKs ESE services that focus on retail sales in their San Luis Obispo Goodwill store. Therefore, Eckerd was selected to be the provider of CalWORKs ESE services that will offer alternative employment choices to retail sales countywide.

Eckerd, a private non-profit, was founded in 1968 by Jack and Ruth Eckerd, with the vision of creating healthy and successful alternatives to help children and families lead successful lives. Initial services included outdoor therapeutic programs for both boys and girls and in 1982 expanded to operate Florida's first private juvenile justice program. Their work with families revealed the need for increased education and employment skills to assist families reach higher levels of achievement and in 1984, Paxen, a workforce development program for Eckerd Kids was established with the mission of providing fundamental life, education, and workforce skills that together form the building blocks for better lives. Paxen operates three (3) primary programs:

1. Academic skills
2. Delinquency Services
3. Workforce Development

The Workforce Development division focuses on career readiness, work experience, job placement, and industry-specific training and certification. The County CalWORKs ESE program falls under this division. Eckerd serves over 18,500 youth and families each year with over 800 employees dedicated to providing opportunities for building successful and productive lives of those they serve. For more information about services offered by Eckerd, visit their website at www.eckerd.org.

Specific to this contract, Eckerd will provide subsidized employment and related services that include essential employability training, supervision, intensive case management, subsidized employment, and job performance evaluations. Services are customized to meet individual learning needs and abilities and include 20-35 hours of weekly paid training and employment over a 16-week period for each participant. The 16-week program encompasses a four-week Job Readiness and Retention Program and a 12-week subsidized employment placement. The program allows eligible CalWORKs WTW participants to gain basic work experience and learn new employment skills by performing basic-level duties as an employee during the paid employment opportunity. Subsidized employment has proven to assist CalWORKs WTW recipients in transition to and retaining unsubsidized employment. Services will be provided by numerous agencies in multiple employment fields and throughout San Luis Obispo County.

Approval of this contract will ensure that CalWORKs ESE employment and training opportunities will be available to CalWORKs WTW participants wanting to develop their work skills, secure employment and live independently. All services are intended to advance long-term achievement and support both welfare reform goals and the outcomes of Assembly Bill 636 (AB 636), the Child Welfare System Improvement and Accountability Act (better known as the System Improvement Plan or SIP), which focuses on continuous improvement, interagency partnerships, community involvement and public reporting outcomes. These services support the Department and County goal of keeping our economy strong and viable and assuring that all share in this economic prosperity.

OTHER AGENCY INVOLVEMENT/IMPACT

County Counsel has reviewed and approved the contract as to legal form and effect.

FINANCIAL CONSIDERATIONS

The total contract amount for FY 2016-17 Eckerd Expanded Subsidized Employment (ESE) services is \$562,606. The contract is included in the Department of Social Services adopted budget and will require no additional General Fund contribution.

| Agency | Budgeted FY 15-16 | Budgeted FY 16-17 | Notes | Sharing Ratios | | |
|---------------------------------|--------------------------|--------------------------|---|----------------|-------|--------|
| | | | | Federal | State | County |
| Eckerd Youth Alternatives, Inc. | \$146,817* (3 months) | \$562,606 (12 months) | Expanded Subsidized Employment (ESE) | 85% | 15% | 0% |

*A total of \$567,606 was contracted for these services in FY 15-16, of which \$146,817 was contracted with Eckerd Youth Alternatives and the remaining was contracted with Henkels & McCoy.

RESULTS

The FY 2015-16 contract with Eckerd was for the period of April 1, 2016 through June 30, 2016. At this point there are no results to report as the first quarterly report was due June 30, 2016 and will be reviewed in July.

Fiscal Year 2016-17

Provide Expanded Subsidized Employment (ESE) services to an estimated fifteen (15) CalWORKs WTW participants currently enrolled in the ESE program and enroll at least thirty (30) new participants for a total of forty-five (45).

Eckerd will provide services that result in eighty percent (80%) of CalWORKs WTW participants being enrolled in certification programs obtaining certification in their designated course of study by the end of their 16-week enrollment.

Eckerd will provide services that result in seventy percent (70%) of CalWORKs participants placed in subsidized employment transitioning to unsubsidized positions within ninety (90) days of completing their 16-week ESE program.

ATTACHMENTS

1. Clerk's File Statement for the Eckerd CalWORKs ESE contract